

Grade Structure Effective 6/9/2002

Pay Grade	Hay Points			Range Spread	Range Advance	Annual Pay			Hourly Pay				
	Min	Mid	Max			Minimum	Policy	Maximum	Minimum		Policy	Maximum	
									Rate	% of Policy	Rate	% of Policy	Rate
A		99	106	67%	11%	\$12,604	\$16,827	\$21,028	\$6.06	75%	\$8.09	125%	\$10.11
B	107	114	122	67%	11%	\$13,915	\$18,595	\$23,254	\$6.69	75%	\$8.94	125%	\$11.18
C	123	131	140	67%	11%	\$15,412	\$20,571	\$25,708	\$7.41	75%	\$9.89	125%	\$12.36
D	141	151	161	67%	11%	\$17,160	\$22,921	\$28,662	\$8.25	75%	\$11.02	125%	\$13.78
E	162	173	185	67%	12%	\$19,073	\$25,480	\$31,844	\$9.17	75%	\$12.25	125%	\$15.31
F	186	200	213	67%	12%	\$21,444	\$28,641	\$35,796	\$10.31	75%	\$13.77	125%	\$17.21
G	214	229	245	67%	12%	\$23,982	\$32,032	\$40,040	\$11.53	75%	\$15.40	125%	\$19.25
H	246	263	281	67%	8%	\$26,956	\$36,004	\$45,011	\$12.96	75%	\$17.31	125%	\$21.64
I	282	303	325	66%	8%	\$29,244	\$38,729	\$48,422	\$14.06	75%	\$18.62	125%	\$23.28
J	326	349	374	66%	9%	\$31,720	\$42,016	\$52,520	\$15.25	75%	\$20.20	125%	\$25.25
K	375	401	430	66%	9%	\$34,507	\$45,697	\$57,116	\$16.59	75%	\$21.97	125%	\$27.46
L	431	461	492	66%	10%	\$37,731	\$49,982	\$62,483	\$18.14	75%	\$24.03	125%	\$30.04
M	493	531	566	66%	6%	\$41,496	\$54,953	\$68,702	\$19.95	75%	\$26.42	125%	\$33.03
N	567	610	655	65%	7%	\$44,200	\$58,489	\$73,112	\$21.25	75%	\$28.12	125%	\$35.15
O	656	702	753	65%	8%	\$47,382	\$62,691	\$78,374	\$22.78	75%	\$30.14	125%	\$37.68
P	754	807	867	65%	8%	\$51,001	\$67,496	\$84,364	\$24.52	75%	\$32.45	125%	\$40.56
Q	868	928	997	65%	8%	\$55,203	\$73,049	\$91,312	\$26.54	75%	\$35.12	125%	\$43.90
R	998	1067	1146	65%	7%	\$59,841	\$79,227	\$99,028	\$28.77	75%	\$38.09	125%	\$47.61
S	1147	1227	1319	66%	7%	\$63,814	\$84,489	\$105,622	\$30.68	75%	\$40.62	125%	\$50.78
T	1320	1412	1516	65%	8%	\$68,411	\$90,563	\$113,214	\$32.89	75%	\$43.54	125%	\$54.43
U	1517	1623	1744	65%	8%	\$73,652	\$97,489	\$121,867	\$35.41	75%	\$46.87	125%	\$58.59
V	1745	1867	2006	65%	9%	\$79,705	\$105,518	\$131,892	\$38.32	75%	\$50.73	125%	\$63.41
W	2007	2147	2307	65%	9%	\$86,673	\$114,712	\$143,395	\$41.67	75%	\$55.15	125%	\$68.94
X	2308	2469		65%	0%	\$94,660	\$125,299	\$156,624	\$45.51	75%	\$60.24	125%	\$75.30